

Central Intelligence Agency



Washington, D. C. 20505

27 JUN 1977

Dear Commander Preston,

I enjoyed and understood the motives and reasoning behind your Letter to the Editor in the June 22nd Star. Enclosed is a copy of the directive I put out with regard to hiring annuitants. Please note that the objective of this directive is to permit a reasonable promotion opportunity for the young people in the CIA organization. It, as the military, is a youthful profession. The CIA does not have the same stringent weeding-out procedures that we do in the military and which you detailed in your letter. Therefore, we are in a considerable problem of ensuring a viable and attractive career prospect for our people.

Beyond this, please note that the prohibition applies to annuitants from any form of government, not just from the military. Further, when the requisite skills are not available within our own organization, there is specific provision for hiring annuitants. Finally, there is a provision that the Director may authorize the hiring of annuitants under any circumstance. I intend to utilize that provision when appropriate.

In short, I believe I am making a necessary and appropriate compromise between the utilization of the considerable talent for our country which the retired community represents and the congestion of the CIA structure to the detriment of a reasonable career opportunity for our career people.

With warm regards.

Yours sincerely,

A handwritten signature in dark ink, appearing to read "Stansfield Turner", written over a horizontal line.

STANSFIELD TURNER

Enclosure

Commander Joseph M. Preston, USN (Ret.)



STAT

17 May 1977

### HIRING OF ANNUITANTS

I am anxious to ensure that we offer good promotion opportunity for our younger professionals, and a steady accession of new career talent. To ensure that these goals can be achieved I wish to restrict lateral input of outside retirees into positions that could be filled from within our own ranks. Therefore, effective immediately the further hiring of annuitants from any Government service is prohibited unless:

a. The Deputy Director for Administration certifies that the skills required for the task to be performed by the annuitant are not available from any currently serving employee and, additionally, the Agency would have to undertake specific recruitment to find the particular skill necessary if the annuitant were not hired, and

b. I personally approve the hiring.

/s/Stansfield Turner

STANSFIELD TURNER  
Director